bluewave SELECT

The SAP Report

Q1 2024

SAP Day Rate Benchmarking

Are you paying the right amount for your SAP resource?

Compared to prior quarter

Job Role | Contract Benchmark | Job Role | Contract Benchmark

Welcome

Industry News

Spotlight on S/4HANA

SAP Jobs & Hiring Activity

SAP Benchmarking

Global Insights

UKISUG

Need help filling a role?

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Looking for your next job in SAP?
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Welcome

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SAP Partner

Hello and welcome to the updated SAP Report for Q1 2024. SAP hiring activity finished the year strongly driven largely, but not exclusively, by S/4HANA projects with initial Q1 indications suggest that this trend will continue. One of the highlights of last quarter was November's return of the annual UK & Ireland SAP User Group Conference in Birmingham (see below) and the busy end to the year extended to SAP themselves who completed the acquisitions of Kausa and LeanIX into its service offerings, the latter of which grabbed the headlines and coincided with a massive surge in SAP's share price which saw it climb to its highest point in the last 5 years. bluewaveSELECT comes in to 2024 on the back of three consecutive record growth years and I would like to take this opportunity to thank everyone who has worked with us during this time, 2024 should be another great year for SAP professionals and if we can help with SAP hiring, resource planning, career advice or S/4HANA advisory services, please get in touch.

Vincent Dunlop
Co-Founder / Director

UK & Ireland SAP User Group Conference

In November, the great and the good of the SAP world centred on Birmingham in record numbers for the annual UKI SAP User Group (UKISUG) conference.

In his opening keynote address, UKISUG chair Paul Cooper fervently citicised SAP's cloud-first stance to product innovation on behalf of the user community. As an example, the latest AI and green ledger initiatives will only be available for cloud subscribers. Whilst the move was popular with SAP's shareholders, Cooper stated that the timing has alienated on-premise and legacy users which still make up 79% of SAP's total customer base (source DSAG), and has led to a 'breakdown in trust'.

Away from the keynotes, the breakout sessions were energetic and informative, the exhibitor hall vibrant and the Monday night SUGFest as brilliant as ever. On a personal note it was a pleasure to speak to the Young Talent stream about how becoming an SAP professional can offer a challenging and rewarding career full of choices.

Once again, bluewaveSELECT challenged SAP users to 'beat the recruiter' and raise funds for our three chosen charities for 2023; WaterAid, CentrePoint and Great Ormond Street Hospital for Children which was a great success.

SAP SE

€148.10 ↑ 67.02% +59.43 5Y
Dec 6, 10:09:14 AM UTC+1 · EUR · ETR · Disclaimer

1D 5D 1M 6M YTD 1Y 5Y MAX   Key events

2019   2020   2021   2022   2023

SAP Network+

bluewaveSELECT also took the opportunity to showcase the launch of SAPNetwork+, a user-driven networking site exclusively for SAP professionals. The platform allows users to share content, ask questions and download the latest SAP market insights. Hopefully if you are reading this you will have already taken a look around.

SAPNETWORK+
ELEVATE YOUR PROFILE

<u>Sign up</u>

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SAP Partner

- Welcome
- **Industry News**
- Spotlight on S/4HANA
- SAP Jobs & Hiring Activity
- SAP Benchmarking
- Global insights
- UKISUG
- Need help filling a role?

SAP faces breakdown in trust over innovation plans

Read **Here**

SAP barely moving needle to migrate users off ECC before support ends

Read **Here**

SAP completes acquisition of LeanIX

Read **Here**

SAP's attempt to migrate security tools to cloud failed

Read **Here**

SAP's Joule taking supply chain AI to the next level

Read **Here**

SAP CPQ a Leader in 2023 Gartner Magic Quadrant

Read **Here**

SAP and the Mercedes-AMG PETRONAS F1 team join forces to drive efficiency on and off the racetrack

Read **Here**

Spotlight on **S/4HANA**

S/4HANA Growth

The SAP programmes supported in Q3 were overwhelmingly S/4HANA (87%). Despite this, Gartner reported that only 33% of SAP users have bought S/4HANA licences to start their transition (see SAP news, previous page). If the report is accurate, why have 67% of SAP customers not yet begun their S/4HANA journey with the 2027 deadline alarmingly close? The survey results below cite high cost of deployment, resource constraints and lack of a compelling business case as the most common answers and there is clearly a lot of work left to be done for many organisations.

bluewaveSELECT enables rapid ramp up of independent client-side SAP resources to help deliver on time S/4HANA transitions. If you are looking at a resource deficit to fill, we can help with expert advice, mobilisation and the cost point.

What's the industry doing?

What do you consider to be the biggest inhibitors to adopting SAP S/4HANA?

Inhibitor	%
High cost of deployment	46
Resources constraints	41
Not a priority or our leadership/business case not compelling enough	37
Lack of skills / knowledge	32
High licence cost	32
High risk of business disruption	31
Unclear migration path	29
Unclear product map	28
Our existing infrastructure is not yet ready for refresh	24
Lack of install base	13

Source: Vienna Advantage

Breakdown of **SAP S/4 HANA** customers
by Country

- United Kingdom 22.5%
- Spain 1.2%
- United Arab Emirates 2.4%
- South Korea 2.6%
- Japan 3.1%
- India 5.2%
- Australia 5.2%
- Germany 9.8%
- Switzerland 10.2%
- United States 21%

Breakdown of **SAP S/4 HANA**
by Industry

- Manufacturing 23.3%
- Communications 1.8%
- Construction and Real Estate 3%
- Automotive 3.4%
- Banking and Financial Services 4%
- Utilities 6.1%
- Oil, Gas and Chemical 7.5%
- Retail 8.7%
- Life Sciences 9.3%
- Professional Services 9.8%
- Consumer Packaged Goods 10.3%

Breakdown of **SAP S/4HANA** customers
by # of Employees

(bar chart: 0-100, 100-1000, 1000-10000, 10000+)
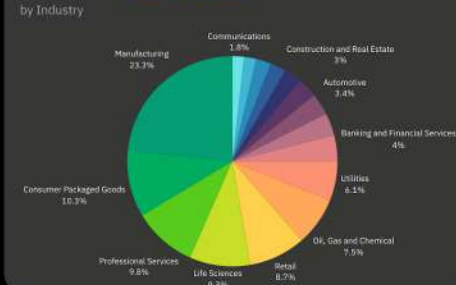
Breakdown of **SAP S/4HANA** customers
by Revenue

(bar chart: 0-10 M, 10-100 M, 100-1000 M, 1000 M+)
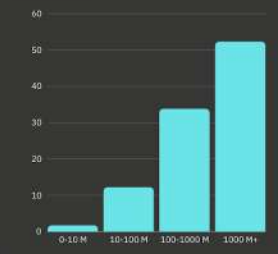
All above sources: Apps Run The World

SAP Jobs & Hiring Activity
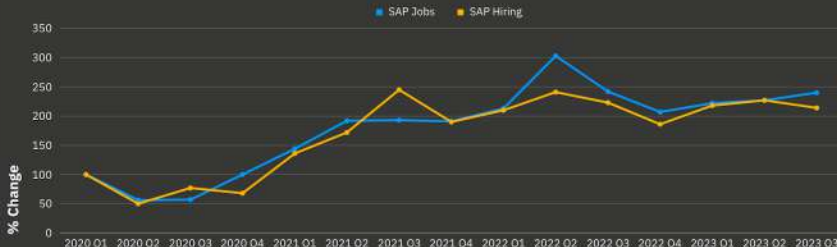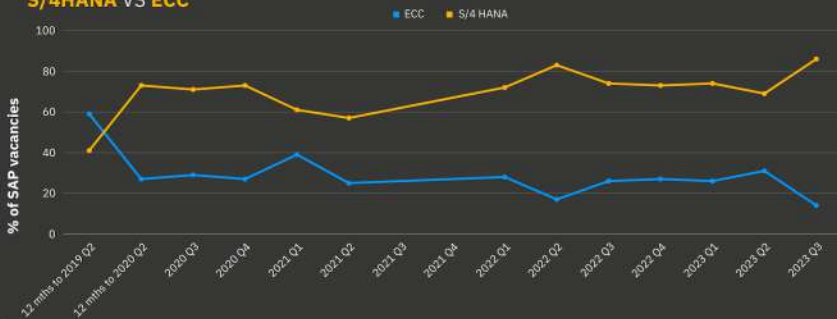
All Sources: bluewaveSELECT

The number of SAP jobs reached a 12-month high in Q3 which reflects the health of the industry and was once again largely driven by demand for talent to deliver SAP S/4HANA programmes. As mentioned previously, whilst S/4HANA requirements dominate the jobs market, many SAP users have not yet begun this transition and we expect this demand for S/4HANA skills to continue throughout 2024 and beyond until a balance is reached between demand and skills available.

Despite the increase in live SAP jobs, Q3 also saw a drop in actual hiring activity. Rather than being cause for alarm, this isolated slump can be attributed to a particularly slow holiday period around August and September in the UK. Q4 hiring figures, whilst not yet confirmed, show an immediate bounce back to positive growth with November in particular recording record figures.

SAP Jobs and Hiring Activity

Legend: SAP Jobs, SAP Hiring

S/4HANA VS ECC

Legend: ECC, S/4 HANA

Permanent vs Contract Jobs
Q4 2023

Legend: Contract, Permanent

- Permanent 43%
- Contract 57%
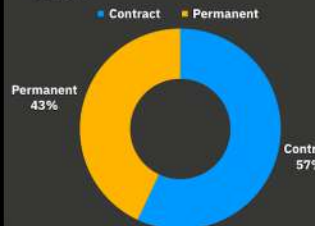
End user vs Consultancy
Q4 2023

Legend: End User, Consultancy

- Consultancy 43%
- End User 57%
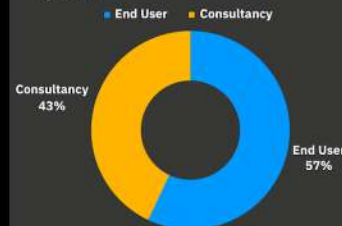
Contract: Inside IR35 vs Outside IR35

- **18%** Inside IR35
- **82%** Outside IR35

SAP Jobs by On Site Requirement
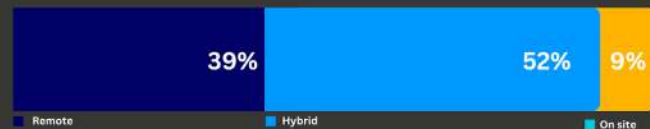
- **39%** Remote
- **52%** Hybrid
- **9%** On site

SAP Jobs by Seniority

- **46%** Consultant
- **23%** Principle
- **20%** Leadership
- **11%** Analyst

SAP Jobs & Hiring Activity

All Sources: bluewaveSELECT

Q1 Top 5 in-demand SAP skills

1 HXM

HxM retains the top spot for the 2nd quarter running. Demand for HxM skills continues to be dominated by SF and SFP projects that allow systems to match post-pandemic flexible working practices. SAP PY and ECP once again top the 'must have' skills list with an honourable mention to SF Onboarding 2.0 with RCM + RMK.

2 Finance

Demand for SAP Finance professionals has been consistently high throughout 2023. Core FI/CO module expertise and R2R process experience have been SAP finance's most wanted, particularly with commercial S/4HANA exposure. Treasury and FSCM were two of the more niche in demand finance skills this quarter.

3 Solution Architecture

Solution Architecture demand mirrored previous quarters and was entirely driven by S/4HANA programmes. As well as S/4HANA itself, there was again particular demand around the design and implementation of complex integrations between S/4HANA and other SAP (and non-SAP) systems to ensure seamless data flow and interoperability.

4 Programme/Project Management

Almost a third of S/4HANA programmes (31%) supported by bluewave in Q3 were new to market and required a new draft of SAP leaders to deliver them, which kept demand high for Programme and Project Managers. With the majority of SAP users yet to kick start their S/4HANA transition projects we believe that this demand will stay high throughout 2024 and beyond.

5 ABAP

S/4HANA, Fiori, SAP's mantra of 'innovate around the edges' and advances around AI have all contributed to the increase in demand for ABAP skills. The default position of offshoring ABAP development of the past 15-20 years has also been challenged by a hybrid onshore/offshore development model which captures the best of both worlds and further increases demand for local ABAP skills.

Gender D&I (hiring)

63% Male

37% Female

Location Split - Global

Rest of Europe

North America

UK & Ireland

Germany

Nordics

Rest of...
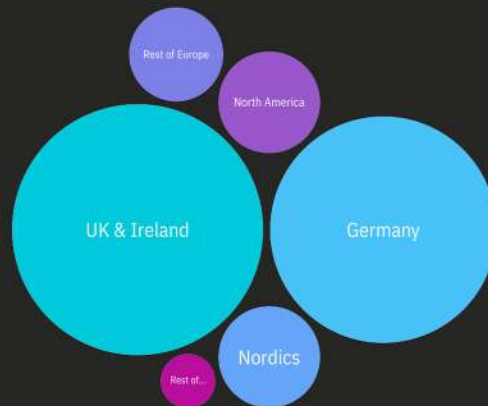
% Location Split - UK & Ireland
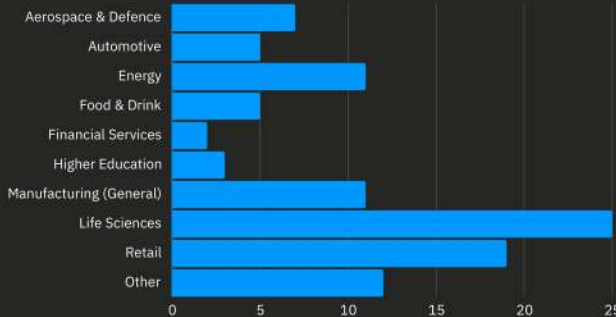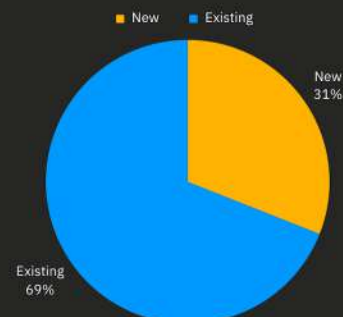
M4 Corridor

E. Mid

W. Mid

Ireland

Greater London

NW

Scotland

Yorkshire & NE

SE

SW

End User Industry Split

■ 2023 Q3 %

- Aerospace & Defence
- Automotive
- Energy
- Food & Drink
- Financial Services
- Higher Education
- Manufacturing (General)
- Life Sciences
- Retail
- Other

0 5 10 15 20 25

S/4 HANA projects

■ New ■ Existing

New 31%

Existing 69%

SAP Salary Benchmarking

Are you paying the right amount for your SAP resources?

All Sources: bluewaveSELECT

↑ ← ↓ Compared to prior quarter

Some skill areas feature a wide range of salary and day rates due to a number of factors: End-User vs Consultancy; whether or not the position has an S/4 HANA or a niche skill element; scope of programme; responsibility of the individual; regionality and industry weighting.

Job Role	Salary Range		
Leadership	**Lower**		**Higher**
Transformation	£120k ↑ 7.7%	£180k ↑ 5.6%
Programme	£95k ↑ 5.6%	£140k ← 0%
Project	£70k ← 0%	£95k ← 0%
PMO	£50k ↓ -9.1%	£65k ↓ -7.1%
BAU/Head of	£90k ↑ 5.9%	£125k ← 0%
Technical		
Architect	£90k ← 0%	£130k ↓ -7.1%
Basis	£65k ← 0%	£80k ← 0%
Security	£60k ← 0%	£80k ← 0%
ABAP	£65k ← 0%	£80k ← 0%
Integration	£75k ↑ 7.1%	£95k ↑ 5.6%
• Manager	£80k ↑ 6.7%	£90k ↓ -5.3%
• Lead	£75k ↑ 15.4%	£85k ↑ 6.3%
• Consultant	£55k ↑ 10%	£75k ↑ 7.1%
Business		
• Process GPO	£75k ↓ -6.3%	£95k ↓ -8.3%
• Process Lead	£75k ↑ 7.1%	£80k ↑ 12.5%
• Process BA	£50k ↑ 11.1%	£70k ← 0%
• Change Manager	£75k ↑ 7.1%	£110k ← 0%
• Change consultant	£55k ↑ 22.2%	£75k ↑ 7.1%
• Training Manager	£70k ← 0%	£85k ← 0%
• Training Lead	£65k ← 0%	£75k ← 0%
• Training Delivery	£50k ↑ 11.1%	£65k ↑ 18.2%

Job Role	Salary Range		
Functional	**Lower**		**Higher**
Solution Architect	£85k ↑ 6.3%	£120k ← 0%
OtC		
• Manager	£75k ↑ 7.1%	£95k ↑ 5.6%
• Lead	£65k ↑ 16.7%	£80k ← 0%
• Consultant	£50k ↑ 20%	£70k ↑ 14.3%
RtR		
• Manager	£90k ← 0%	£120k ↑ 20%
• Lead	£75k ↑ 7.1%	£95k ↑ 5.6%
• Consultant	£60k ← 0%	£80k ↑ 14.3%
PtP		
• Manager	£80k ← 0%	£100k ← 0%
• Lead	£70k ← 0%	£90k ← 0%
• Consultant	£60k ← 0%	£80k ↑ 14.3%
Manufacturing		
• Manager	£80k ← 0%	£90k ← 0%
• Lead	£85k ↑ 6.3%	£95k ← 0%
• Consultant	£60k ← 0%	£77k ← 0%
Warehouse/Logistics		
• Manager	£65k ↑ 8.3%	£85k ↑ 6.3%
• Lead	£85k ↑ 41.7%	£95k ↑ 18.8%
• Consultant	£60k ↑ 20%	£70k ↑ 7.7%
SF		
• Manager	£85k ↓ -5.6%	£100k ↓ -16.7%
• Lead	£75k ← 0%	£100k ← 0%
• Consultant	£55k ↓ -15.4%	£85k ↑ 6.3%
BI		
• Manager	£80k ↑ 14.3%	£105k ↓ -4.5%
• Lead	£65k ← 0%	£85k ↓ -5.6%
• Consultant	£55k ← 0%	£75k ↑ 7.1%
Test		
• Manager	£75k ↑ 7.1%	£85k ↑ 6.3%
• Lead	£60k ← 0%	£75k ↑ 7.1%
• Consultant	£55k ← 0%	£65k ← 0%

Need SAP Resources?

SAP Day Rate Benchmarking

Are you paying the right amount for your SAP resources?

⬆ ⬅ ⬇ Compared to prior quarter

Some skill areas feature a wide range of salary and day rates due to a number of factors: End-User vs Consultancy; whether or not the position has an S/4 HANA or a niche skill element; scope of programme; responsibility of the individual; regionality and industry weighting.

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Looking to **build** exceptional **SAP talent**?
Click **Here** ➡

Looking for your next job in **SAP**?
Click **Here** ➡

Job Role	Contract Benchmark			
Leadership	**Lower**		**Higher**	
Transformation	£1,200	← 0%	£2,000	↓ -13%
Programme	£800	↓ -5.9%	£1,200	← 0%
Project	£650	↑ 8.3%	£800	← 0%
PMO	£400	↓ -11.1%	£600	← 0%
BAU/Head of	£650	← 0%	£800	↑ 6.7%
Technical				
Architect	£750	↓ -6.3%	£1,100	← 0%
Basis	£450	↓ -10%	£650	← 0%
Security	£450	↓ -10%	£700	↑ 16.7%
ABAP	£450	↓ -10%	£600	↑ 7.7%
Integration	£650	← 0%	£850	← 0%
• Manager	£550	↓ -8.3%	£900	↑ 5.9%
• Lead	£550	↓ -8.3%	£750	↑ 7.1%
• Consultant	£450	← 0%	£550	← 0%
Business				
• Process GPO	£700	← 0%	£750	↓ -15%
• Process Lead	£650	← 0%	£750	← 0%
• Process BA	£450	← 0%	£500	↓ -7.7%
• Change Manager	£600	← 0%	£750	↑ 20%
• Change consultant	£500	↑ 11.1%	£550	↑ 8.3%
• Training Manager	£550	← 0%	£700	↑ 15.4%
• Training Lead	£450	← 0%	£650	← 0%
• Training Delivery	£400	← 0%	£500	← 0%

Job Role	Contract Benchmark			
Functional	**Lower**		**Higher**	
Solution Architect	£800	← 0%	£1,200	← 0%
OtC				
• Manager	£600	← 0%	£750	↓ -6.3%
• Lead	£550	← 0%	£700	← 0%
• Consultant	£500	← 0%	£600	← 0%
RtR				
• Manager	£600	← 0%	£700	← 0%
• Lead	£550	↓ -8.3%	£700	← 0%
• Consultant	£500	← 0%	£650	↑ 8.3%
PtP				
• Manager	£650	← 0%	£800	↑ 6.7%
• Lead	£600	← 0%	£750	↑ 7.1%
• Consultant	£550	← 0%	£650	← 0%
Manufacturing				
• Manager	£650	↓ -7.1%	£850	← 0%
• Lead	£650	← 0%	£800	← 0%
• Consultant	£550	↑ 10%	£600	↓ -7.7%
Warehouse/Logistics				
• Manager	£600	← 0%	£800	↑ 23.1%
• Lead	£600	↓ -7.7%	£750	← 0%
• Consultant	£550	← 0%	£650	← 0%
SF				
• Manager	£600	← 0%	£800	↑ 6.7%
• Lead	£550	↓ -15.4%	£700	↑ 7.7%
• Consultant	£450	↓ -10%	£600	↑ 9.1%
BI				
• Manager	£650	↑ 8.3%	£750	↑ 7.1%
• Lead	£550	↓ -15.4%	£700	↓ -6.7%
• Consultant	£450	↓ -10%	£650	↑ 8.3%
Test				
• Manager	£600	↑ 9.1%	£850	↑ 21.4%
• Lead	£550	↑ 10%	£600	← 0%
• Consultant	£400	↑ 14.3%	£450	↓ -10%

Need SAP Resources?

SAP Partner

Global Insights: SAP Contracting

Our friends at Freelancermap.com have published their Global Freelancer Study for 2023 which surveyed over 3.5k contractors of all disciplines (including SAP), across 101 countries.

Thomas Maas, CEO of Freelancermap.com, had this to say about the freelance market: 'The challenges of the future work environment extend beyond the shortage of skilled professionals or demographic changes. They also encompass a fundamental shift in how people want to work. There is a growing need for flexibility without sacrificing security. During the pandemic some contractors chose a permanent option for stability, today the outlook for freelancers is increasingly positive".

The survey shows that SAP contractors command the 2nd highest hourly rate of all disciplines, with consultants (SME's) getting paid the most.

Hourly rates by area of expertise

■ Hourly rates

Area of expertise	Hourly rate
Consulting / Management	€117
SAP	€113
IT infrastructure	€91
Development / Tech / Data	€89
Other	€83
Marketing / Communication	€83
Engineering	€79
Graphics / Content / Media	€68

Source: Freelancermap

Hourly rates by role

Role	Rate
Consultant	€107
Project lead	€104
Other	€99
Team lead	€90
Team member	€85

Freelance/contract rates are typically c20-25% higher in Scandinavia, Benelux and DACH than in the UK and Ireland. As an example, an average hourly rate for a FI/CO Consultant in Germany is around €100/hour, whereas in the UK this would be around £75/hour (£600/day).

Source: Freelancermap

Global Insights: SAP Contracting

bluewaveSELECT

Hourly rate by continent

$39 S.America

$47 Africa

$100 Europe

$68 N.America

$63 Asia

Source: Freelancermap

Income satisfaction by industry

Legend: ■ Satisfied ■ Not satisfied

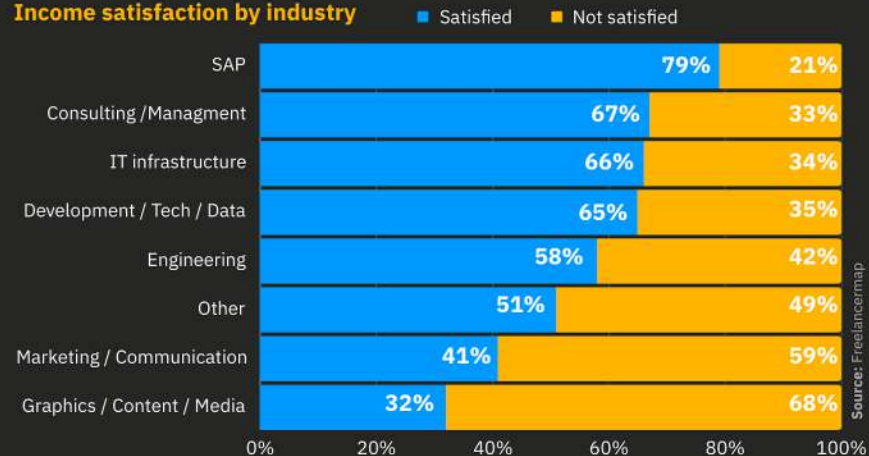| Industry	Satisfied	Not satisfied
SAP	79%	21%
Consulting /Managment	67%	33%
IT infrastructure	66%	34%
Development / Tech / Data	65%	35%
Engineering	58%	42%
Other	51%	49%
Marketing / Communication	41%	59%
Graphics / Content / Media	32%	68%

Scale: 0% 20% 40% 60% 80% 100%

Source: Freelancermap

European contractors charge the most globally which is interesting to understand in the world of global SAP template deployments. Whilst making perfect sense to hire local teams with the necessary tax and legal knowledge for regional deployments, it also comes with a clear financial benefit.
If you are looking for local expertise on regional deployment, bluewaveSELECT has SAP freelancer networks across all major global hubs to help facilitate.

Despite slipping from 1st place in 2022's highest paid freelancers to 2nd place this time around, SAP Consultants are still the most satisfied with their income.

Extraordinary

79%

of freelancers in SAP are satisfied with their income

Only 3 out of 10 of freelancers working in the graphics / content / media sector are satisfied with their income

Global Insights: SAP Contracting

Overwhelmingly, the reasons that permanent employees chose to go contracting are self-driven, i.e. through positive career choices and not as a reaction to employer activity (only 15% made the move after being made redundant or a sustained period of unemployment). This reinforces the candidate-driven nature of today's SAP market.

We have our own UK & Ireland SAP contractor survey underway with results being published in the Q1 2024 edition and on SAP Network+. A big thank you to all who contributed.
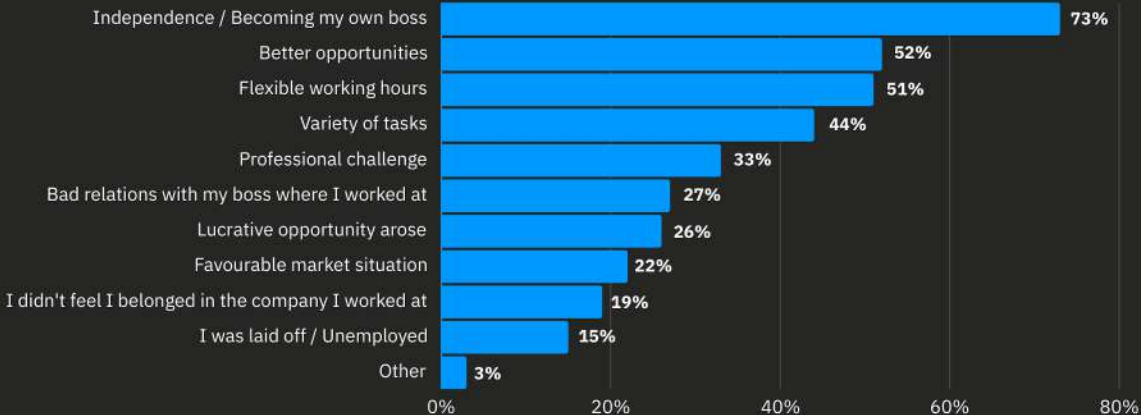
SAPNetwork+
Professional Contractor Survey 2023

Reasons to go freelance   Why did you become a freelancer?

Reason	%
Independence / Becoming my own boss	73%
Better opportunities	52%
Flexible working hours	51%
Variety of tasks	44%
Professional challenge	33%
Bad relations with my boss where I worked at	27%
Lucrative opportunity arose	26%
Favourable market situation	22%
I didn't feel I belonged in the company I worked at	19%
I was laid off / Unemployed	15%
Other	3%

Remarkable

73%

choose the opportunity to **be their own boss** as the reason for making the leap

Better opportunities for **getting a higher income** was voted by 52%

Source: Freelancermap

UK & Ireland SAP User Group

SAP Partner

Julie Weir
Head of Community Development

UKISUG is the independent UK & Ireland SAP User Group. Our purpose is to create one vibrant SAP community, learning and developing together, speaking with one voice. We're a not-for-profit organisation, run by our members, for our members.

Our diverse membership base ranges from small to medium-sized businesses (SMBs) to large multi-national enterprises – and operates within every industry, both public and private sector.

UKISUG Connect 2023 brought together over 1000 SAP professionals, more than 140 breakout sessions and four amazing keynote sessions. With a full exhibition hall of 70+ partners and SAP there was enough expertise to cover any SAP question or journey. Take a look for yourself at what went on and book now for 2024.

Not only do we host UKISUG Connect, but we also deliver over 250 online and in-person events covering the whole SAP ecosystem. Here is some of what is in store for 2024:

Why join UKISUG?

Build your network

Connecting with other SAP experts & users outside your immediate network can be time-consuming.

That is where our 4,000+ strong membership and 200+ events a year make it easy to network and collaborate with the whole SAP community and hear their first-hand experiences.

Share knowledge

Without the right know-how, making the most of your SAP investment can be a challenge.

But, with UKISUG's endless list of user-generated resources, as well as the opportunity to connect with others in your area of interest, you'll find insights and solutions around every corner, no matter what industry you work in.

Develop your skills

Ensure you're not left behind by the 'SAP skills gap'.

Catch up on the latest trends, hear from the experts and pick up handy tips and tricks to help you on your SAP journey.
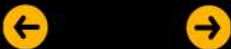
Access to our vast resource library is available wherever and whenever you want, and with contributions from SAP, affiliate partners and customers alike – you can develop and enhance your SAP skill set and grow your career.

2024 Event Calendar

JANUARY
17 Digital Supply Chain Event

FEBRUARY
1 Ireland
20 Enterprise Architect – Roundtable
21 Payroll
22 Women in SAP Workshop
29 Irish HR & Payroll

MARCH
4 SuccessFactors
11 Retail and CPG Forum
11 Real Estate
14 Enterprise Asset Management
21 Public Sector
26 Customer Experience
27 Business One
28 Sustainability

APRIL
4 Supply Chain Management
9 Application Lifecycle Management
10 Concur
11 Utility Forum
16 S/4HANA Symposium
17 User Experience Workshop
23 Training & Change Management
24 Enterprise Architect
30 Security & Control Forum

MAY
1 Women in SAP
2 Ireland Forum
9 Finance
14 Enterprise Architect – Roundtable
21 Data & Analytics Symposium
23 People Management & Development Symposium

JUNE
18 Higher Education and Research
20 Supply Chain & Enterprise Asset Management Forum
25 BTP Symposium
27 Irish HR & Payroll

JULY
2 Security & Control
9 Application Lifecycle Management Forum
10 Sustainability
16 Customer Experience
18 Enterprise Architect – Roundtable

AUGUST
29 Oil & Gas Forum

SEPTEMBER
3 Training & Change Management
4 Business One
5 Supply Chain Management
10 Enterprise Asset Management
11 Application Lifecycle Management
12 Concur
17 Data & Analytics
18 Ireland
19 S/4HANA Symposium
24 Finance
25 Public Sector
26 Enterprise Architect Forum

OCTOBER
1 Customer Experience
2 Higher Education and Research
8 Women in SAP Workshop
10 Security & Control
15 SuccessFactors
16 Enterprise Architect – Roundtable
16 Irish HR & Payroll
22 Payroll
29 Application Lifecycle Management – Roundtable

NOVEMBER

DECEMBER
1-3 CONNECT 2024

UKISUG
YOUR INDEPENDENT SAP COMMUNITY

Note: – Online Events

Need help filling a role?

bluewaveSELECT

Jonathan Hurren
Co-Founder / Director

This is the final page of the report and if you have any 2024 SAP hiring plans it will hopefully give you a flavour of how we can help. bluewaveSELECT are proven experts at SAP recruitment, we deliver accurately matched SAP people who are as good as they say they are. Whether it is recruiting whole teams or single, strategic hires, we fill 99% of roles first time.

GLOBAL CONTRACT, PERMANENT AND EXECUTIVE SAP RECRUITMENT

Get accurately matched SAP people who are as good as they say they are

99% of roles filled first time	Highest rated on Trustpilot	100% SAP focused	5,000 SAP professionals placed	A force for good

> They never send me someone that isn't going to fit. They understand the level you're hitting at. They get the terminology. They know exactly what you're looking for.

30hrs Average CV turnaround (Permanent)	**8hrs** Average CV turnaround (Contract)	**83%** CV: Interview	**99%** Interview: Hire

*10% off recruitment fees for all SAP Network+ members

For contract roles

Contact Tyler Watts:
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For permanent roles

Contact Harriet Webster:
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For enterprise solutions

Contact John-Michael Lloyd:
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